S8025-1-11

WOMEN

LABOR FORCE
EMPLOYMENT
UNEMPLOYMENT
WAGES

1985

Vermont Department of Employment and Training
Office of Labor Market Information

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SUMMARY ANALYSIS

Women's participation in the Vermont labor force was 60 percent in 1985 (Table 1). While the total unemployment rate averaged 4.8 percent over the year, the rate for men at 4.4 percent was 0.9 of a percent lower than that for women at 5.3 percent. In Vermont, as in the nation, a significant number of women work because they or their families are dependent on their earnings. Overall, Vermont female work patterns mirror those of the nation -- women enter and leave the workforce more frequently than men, women's educational attainment and skills training does not yet equal men's and the sexes concentrate still in different occupations although there is more variation from this tendency each year. In addition, job tenure of males is longer than for females due to uninterrupted labor force participation.

Women 35 to 44 years of age had the highest participation rate which was also true of the labor force (Table 2). For men, the age group 25 to 34 was the highest although the difference in percentage was only 0.3 from age group 45 to 54. As expected, the occupational category with the largest percentage of women continued to be clerical workers at 82.1 percent (Table 3). It is interesting to note, however, both sales and clerical worker categories declined slightly in percentages represented as women in the labor force increased in total and in all other occupational categories. This aligns these two categories more closely with the representation found in 1980. There has also been a turnaround in craft and kindred work as a decline from 1980 through 1984 now shows a 1985 increase of 0.5 percent. Vermont women continue to make gains in the male dominated management and laborer occupations as well as the crafts occupations.

In manufacturing employment, the highest percentage of women employed were in the apparel industry at 84.3 percent (Table 4). Female employment increased by 4.1 percent in the apparel industry, by 2.8 percent in Stone, Clay and Glass and by 1 percentage point in Finance, Insurance and Real Estate. Declines in employment over one percent were in Primary Metal -6.8, Leather -2.6, and Paper -1.5 (Table 5). In 1985, employment of women did not change from the prior year in Mining or in Manufacturing but increased in all other sectors to a total of 99,720 (Table 6). More women held covered jobs in Chittenden County than in any other as would be expected. However, in Windham County more women are employed in Agriculture and Forestry than in any other county while Rutland and Washington Counties share the mining employment numbers (Table 7). In Addison, Bennington, Grand Isle and Lamoille Counties, over 50 percent of all covered jobs were held by women. Closely following with more than 48 percent were Franklin, Orange and Orleans Counties (Table 8). The number of women in private employment has increased between 1972 and 1985 as has total private employment (Figure 1). Women's share of unemployment was higher in Vermont than their representation in the labor force in 1985. This returns to the pattern seen prior to 1984 and specifically approaches the levels of 1980 and 1981 (Table 9). During 1985, fewer women than men in Vermont lost their last job while there was a closer relationship between women and men who left their last job. Also more closely related were those of both sexes who either re-entered the labor force or who were looking for their first job (Table 10). Of the 93,000 women in the labor force in 1985, 80,000 worked full time schedules. In the part time labor force of 32,000 there were

30,000 employed (Table 11). There were 83,000 Vermont women age 16 and over who were not in the labor force. Of this number 55,000 or 66.3 percent were keeping house; 7,000 or 8.4 percent were going to school and 1,000 or 1.2 percent were unable to work. The remaining 20,000 or 24.1 percent were not in the labor force for a variety of reasons (Table 12). Women accounted for over half of the insured unemployed in manufacturing, trade and service industries in 1985 . Occupationally, women were more than three quarters of those unemployed in clerical and sales and benchwork and more than half of those in service industries (Table 13). The decline in manufacturing is evident in that 40.2 percent of women and 21.9 percent of men in insured unemployment are within this sector (Table 14). As in the previous year, women's share of insured unemployment increased as more women enter and continue labor force involvement (Figure 2). The percentage of women in nondurable goods employment declined from 1984 by 6.4 percent to 37.6 percent (Figure 3). The annual average wage was $16,720 in Nondurable Goods but 6.1 percent of all jobs in those industries were held by women.

Those factors affecting women's income and earnings are the same in Vermont as in the nation as a whole. According to the US Department of Labor, 1983 Handbook on Women Workers, the gap between earnings of women and men has remained resistant to improvements made in the last two decades in the status of women in the labor force. Although women's earnings are compared with men's in a number of different ways the ratio of women's earnings to men's hovers at about 60 percent. Women who worked full time in 1985 had median annual earnings of $16,252 or 67.2 percent of the $24,195 earned by men, a gap of $7,943.

According to the Department of Labor's 1983 Handbook on Women, available data from all reputable sources show a persistent and relatively consistent disparity in earnings between women and men, whether measured in terms of weekly or annual wage or salary income or earnings income. This difference reflects, in part, age, education and training, job tenure, seniority and the amount, type and location of the work performed. Other factors include; a higher proportion of women work in part time jobs, men's workweek tends to be longer, a lower proportion of women are members of labor organizations and women tend to concentrate in certain low paying major occupational groups. The known discontinuity in work experience has changed considerably but still has led to lesser seniority accumulation, advancement of skills and general work experience.

Also according to the 1983 Handbook on Women Workers, all explanations taking combinations of the factors described above leave a large proportion of the gap unexplained. Two words can explain the difference -- sex discrimination. Much has been written about the issue of sex discrimination and a further discourse is beyond the scope of this report.

The Glossary of Terms on pages 26 and 27 define the meaning and use applied to data in the tables and figures of this report. It is recommended for your perusal if there are questions concerning the report.

TABLE 1
CIVILIAN LABOR FORCE STATUS BY SEX 1/
ANNUAL AVERAGE LABOR FORCE, PARTICIPATION, UNEMPLOYMENT
FOR VERMONT

(numbers in thousands)

	1985 /2	1980 /3	1970 3/	1960 3/ 4/
TOTAL				
Population (16+)	401.0	385.0	304.0	274.0
Labor Force	277.0	242.0	175.0	148.0
Participation Rate	69.2	62.9	57.6	54.2
Unemployment	13.0	15.0	7.0	6.0
Unemployment Rate	4.8	6.2	4.1	4.5
WOMEN				
Population (16+)	208.0	201.0	159.0	141.0
Labor Force	125.0	104.0	66.0	49.0
Participation Rate	60.0	51.7	41.7	34.4
Unemployment	7.0	6.0	3.0	2.0
Unemployment Rate	5.3	6.0	4.7	4.5
MEN				
Population (16+)	193.0	184.0	145.0	132.0
Labor Force	153.0	138.0	109.0	100.0
Participation Rate	79.0	75.1	75.2	75.4
Unemployment	7.0	9.0	4.0	4.0
Unemployment Rate	4.4	6.5	3.8	4.5

1/ Does not include people in the Armed Forces.
2/ Geographic Profile of Employment and Unemployment, U.S. Dept. of Labor, Bureau of Labor Statistics.
3/ U.S. Census of Population: 1960, 1970 & 1980, U.S. Department of Commerce, Bureau of the Census.
4/ Persons 14 years and older.

TABLE 2
LABOR FORCE PARTICIPATION RATES BY SEX AND AGE
FOR VERMONT

AGE	1985 1/	1980 /2	1970 /3
TOTAL 16+	69.2	63.0	57.6
16-19	59.2	48.1	40.1
20-24	84.4	72.0	63.4
25-34	85.8	81.3	68.9
35-44	88.8	81.7	74.5
45-54	82.8	76.4	73.8
55-64	58.4	56.4	62.4
65+	14.2	14.2	18.0
WOMEN 16+	60.0	51.8	41.7
16-19	54.8	45.4	36.0
20-24	77.7	66.0	54.1
25-34	76.0	68.5	43.4
35-44	82.2	67.9	53.0
45-54	71.4	62.8	55.2
55-64	44.8	42.9	45.7
65+	9.9	9.6	11.7
MEN 16+	79.0	75.2	75.2
16-19	63.6	50.8	44.3
20-24	91.1	78.1	73.5
25-34	96.0	94.4	94.9
35-44	95.5	95.4	95.9
45-54	95.7	90.4	93.2
55-64	72.0	71.7	80.8
65+	19.9	21.2	27.1

1/ 1985 Geographic Profile of Employment and Unemployment, U.S. Department of Labor, Bureau of Labor Statistics.

2/ 1980 Census of Population, Special Tabulation for Bureau of Labor Statistics. Includes 274 people in the Armed Forces.

3/ 1970 U.S. Census of Population, U.S. Department of Commerce, Bureau of the Census.

TABLE 3
PERCENT REPRESENTATION OF WOMEN
BY OCCUPATIONAL CATEGORY
FOR VERMONT

OCCUPATIONAL CATEGORY	1985 1/ 3/	1980 1/	1970 2/	1960 2/
Total employed	44.7	42.2	37.7	32.8
Professional, technical and kindred workers	48.9	46.0	42.6	46.3
Managers and administrator except farm	37.0	26.3	17.5	16.7
Sales workers	50.0	50.6	38.6	37.0
Clerical workers	82.1	82.3	75.8	68.0
Craft and kindred workers	8.1	7.6	5.4	2.9
Operatives, inc transport	32.1	30.6	29.7	26.0
Laborers except farm	25.0	11.5	8.9	5.9
Farm workers	16.7	20.7	7.9	7.8
Service workers	63.9	66.3	63.7	69.2

1/ Geographic Profile of Employment and Unemployment, U.S. Dept. of Labor, Bureau of Labor Statistics.

2/ 1970 Census of Population and U.S. Census of Population: 1960, U.S. Department of Commerce, Bureau of the Census.

3/ Adjustments to occupational categories by the U.S. Dept. of Commerce, Bureau of the Census in 1983 have changed the percent representation of women in some categories. This is most noticeable in the laborers except farm and is not strictly comparable with prior years.

TABLE 4
NUMBER AND PERCENTAGE OF WOMEN IN COVERED EMPLOYMENT
BY INDUSTRY FOR VERMONT
1985 ANNUAL AVERAGE

INDUSTRY	TOTAL EMPLOYMENT	NUMBER OF WOMEN	PERCENTAGE OF WOMEN
Agriculture/Forestry	1,835	795	43.3%
Mining	485	36	7.4%
Construction	13,838	1,344	9.7%
Manufacturing	49,763	16,119	32.4%
Durable Goods	34,686	9,635	27.8%
Lumber & Wood Products	3,723	654	17.6%
Furnitue & Fixtures	2,071	583	28.2%
Stone, Clay & Glass	2,275	379	16.7%
Primary Metals	762	267	35.0%
Fabricated Metals	3,702	897	24.2%
Nonelectrical Machinery	4,741	771	16.3%
Electrical Machinery	13,140	4,595	35.0%
Other Durables	4,272	1,489	34.9%
Nondurable Goods	15,081	6,503	43.1%
Food	2,593	652	25.1%
Textiles	877	452	51.5%
Apparel	1,431	1,206	84.3%
Paper	2,685	883	32.9%
Printing & Publishing	4,152	1,740	41.9%
Chemicals	800	262	32.8%
Rubber & Misc. Plastics	1,516	703	46.4%
Leather	251	157	62.5%
Misc. Manufacturing	776	448	57.7%
Other Nondurables	*	*	*
Transp., Commun. & Pub. Utilies	8,839	2,555	28.9%
Trade	50,480	24,399	48.3%
Wholesale	9,380	2,467	26.3%
Retail	41,100	21,940	53.4%
Eating & Drinking Places	13,232	8,038	60.7%
Finance, Insurance & Real Estate	9,837	6,472	65.8%
Service	49,330	31,402	63.7%
Hotels & Motels	8,403	4,685	55.8%
Health Services	16,235	13,531	83.3%
Total Private	184,406	83,122	45.1%
State & Local Government	29,669	16,598	55.9%
Private and State & Local Gov't	214,075	99,720	46.6%

* Information withheld to avoid disclosure of individual firm data.

TABLE 5
PERCENTAGE OF WOMEN IN COVERED EMPLOYMENT
BY INDUSTRY FOR VERMONT
1980-1985

INDUSTRY	1985	1984	1983	1982	1981	1980
Agriculture/Forestry	43.4	43.1	42.9	42.7	43.2	43.4
Mining	7.5	6.8	7.6	7.9	7.9	7.5
Construction	9.7	9.6	8.9	9.4	9.1	8.6
Manfacturing	32.3	32.9	32.1	31.0	29.8	30.8
Durable Goods	27.8	28.0	31.0	25.9	25.0	25.8
Lumber & Wood Products	17.6	18.5	19.6	19.6	20.0	19.1
Furniture & Fixtures	27.8	26.9	27.5	31.0	29.1	30.0
Stone, Clay & Glass	17.6	14.8	15.2	14.2	12.6	12.5
Primary Metals	35.0	41.8	35.0	26.9	24.6	24.3
Fabricated Metals	24.2	23.4	23.4	23.1	15.7	22.6
Nonelectrical Machinery	16.3	17.1	18.0	17.7	17.9	17.2
Electrical Machinery	35.0	35.9	35.0	31.6	32.5	33.6
Other Durables	34.9	33.7	32.0	31.9	33.6	34.1
Nondurable Goods	43.1	44.0	33.9	43.1	41.8	42.9
Food	25.1	25.7	24.4	24.8	22.7	22.8
Textiles	51.5	52.1	49.9	51.3	46.0	42.0
Apparel	84.3	80.2	79.9	84.4	78.2	85.4
Paper	32.9	34.4	21.4	32.2	31.7	32.7
Printing & Publishing	41.9	41.9	42.2	42.5	41.3	42.9
Chemicals	32.8	32.0	29.2	25.1	23.6	20.2
Rubber & Misc. Plastics	46.4	45.5	44.9	44.4	47.3	48.5
Leather	62.6	65.2	61.0	55.7	48.0	56.5
Misc. Manufacturing	57.7	58.6	56.7	54.8	54.3	49.8
Other Nondurables	*	*	*	*	*	*
Transp., Comm. & Pub. Util.	28.9	28.4	28.4	28.2	27.8	27.6
Trade	48.3	48.3	48.5	47.5	46.8	46.7
Wholesale	26.3	24.5	24.1	23.7	22.5	21.8
Retail	53.4	53.6	54.1	53.0	52.4	52.4
Eating & Drinking Places	60.8	61.7	63.5	63.0	62.9	62.6
Finance, Ins. & Real Estate	65.8	64.8	64.9	64.7	64.4	63.7
Service	63.6	64.3	65.0	64.8	64.7	64.8
Hotels & Motels	55.8	55.6	58.2	57.3	57.7	62.0
Health Services	83.3	83.4	84.0	83.9	84.8	84.0
Total Private Employment	45.0	45.2	45.3	44.6	43.3	43.5

* Information withheld to avoid disclosure of individual firm data.

TABLE 6
WOMEN IN COVERED EMPLOYMENT
ANNUAL AVERAGE BY INDUSTRY FOR VERMONT
1973 - 1985

Year	Agric., Forestry	Mining	Constr.	Mfg.	Transp., Commun. & Pub. Util	Trade	Fin. Ins. & Real Estate	Service	Total Private	State & Local Gov't 1/	Private State & Local Gov't
1973	178	39	584	11,832	2,008	13,277	3,706	17,968	49,594	1,578	51,172
1974	187	49	561	12,075	1,998	13,658	3,833	18,060	50,421	1,796	52,217
1975	296	39	509	11,086	1,932	14,108	3,883	19,358	51,211	1,844	53,055
1976	307	32	506	11,943	1,956	14,726	4,035	20,866	54,371	1,869	56,240
1977	347	32	566	12,554	1,976	15,994	4,301	21,904	57,674	1,979	59,653
1978 2/	496	38	683	14,803	2,091	17,664	4,612	23,360	63,747	14,056	77,803
1979	540	48	789	15,836	2,247	18,656	4,864	24,500	67,480	14,751	82,231
1980	595	52	864	15,716	2,204	19,017	5,119	25,792	69,359	15,694	85,053
1981	618	52	996	15,317	2,196	19,799	5,332	26,848	71,158	16,128	87,286
1982	664	53	935	15,088	2,252	20,453	5,443	27,999	72,887	16,261	89,148
1983	715	44	985	15,343	2,334	21,499	5,620	29,143	75,683	16,134	91,817
1984	745	36	1,167	16,117	2,394	22,608	5,714	30,124	78,905	16,320	95,225
1985	795	36	1,344	16,119	2,555	24,399	6,472	31,402	83,122	16,598	99,720

1/ Federal government employment not included as female employment information not available.

2/ Vermont Statutes provided coverage to local government and school employees, to state government employees, excluding elected officials etc. and to some agricultural and domestic workers. Effective January 1, 1978.

TABLE 7
NUMBER OF WOMEN IN COVERED EMPLOYMENT
1985 ANNUAL AVERAGES BY INDUSTRY AND COUNTY FOR VERMONT

COUNTY	AGRIC FOREST	MINING	CONST	MANUF	TRANSP COMM & P UTIL	TRADE	FIN INS & REAL ESTATE	SERVICE	TOTAL PRIVATE	STATE & LOCAL GOVT (1)	PRIVATE STATE & LOCAL GOVT
ADDISON	85	0	47	1,233	66	1,009	175	1,436	4,041	764	4,805
BENNINGTON	44	0	64	2,073	86	1,975	357	2,333	6,932	725	7,657
CALEDONIA	15	1	56	392	184	1,088	272	1,182	3,190	697	3,887
CHITTENDEN	94	3	350	4,693	743	7,423	1,872	9,036	24,214	4,589	28,803
ESSEX	1	0	1	210	1	71	12	34	330	110	440
FRANKLIN	22	0	37	1,026	111	1,123	234	1,082	3,635	783	4,418
GRAND ISLE	14	0	4	10	0	73	16	53	170	129	299
LAMOILLE	16	1	52	281	59	781	177	1,287	2,654	509	3,163
ORANGE	11	2	45	646	38	583	137	680	2,142	646	2,788
ORLEANS	18	2	31	773	77	666	139	1,002	2,708	614	3,322
RUTLAND	60	11	167	1,585	316	2,850	716	3,794	9,499	1,546	11,045
WASHINGTON	27	13	160	877	182	2,257	1,456	3,169	8,141	3,195	11,336
WINDHAM	281	2	149	1,332	324	2,195	525	3,250	8,058	984	9,042
WINDSOR	104	1	155	995	360	2,133	371	2,864	6,983	1,229	8,212
UNCLASSIFIED(2)	3	0	26	3	8	172	13	200	425	78	503
STATE TOTAL	795	36	1,344	16,119	2,555	24,399	6,472	31,402	83,122	16,598	99,720

*** INFORMATION WITHHELD TO AVOID DISCLOSURE OF INDIVIDUAL FIRM DATA.
(1) FEDERAL GOVERNMENT EMPLOYMENT NOT INCLUDED AS FEMALE EMPLOYMENT INFORMATION NOT AVAILABLE.
(2) NATURE OF EMPLOYERS OPERATIONS ARE SUCH THAT EMPLOYMENT CANNOT BE SEGRAGATED BY COUNTY.

TABLE 8
PERCENTAGE OF WOMEN IN COVERED EMPLOYMENT
1985 ANNUAL AVERAGES BY INDUSTRY AND COUNTY FOR VERMONT

COUNTY	AGRIC FOREST	MINING	CONST	MANUF	TRANSP COMM & P UTIL	TRADE	FIN INS & REAL ESTATE	SERVICE	TOTAL PRIVATE	STATE & LOCAL GOVT (1)	PRIVATE STATE & LOCAL GOVT
ADDISON	39.5	0.0	10.1	42.0	27.3	51.7	68.3	61.7	48.3	67.4	50.6
BENNINGTON	41.5	0.0	8.1	45.0	27.0	55.1	68.3	63.8	51.0	59.7	51.7
CALEDONIA	50.0	11.1	9.7	21.5	37.2	51.2	67.1	69.4	44.5	57.0	46.3
CHITTENDEN	39.1	7.5	9.1	28.6	27.4	47.9	65.1	64.4	43.5	57.7	45.3
ESSEX	7.1	0.0	3.2	21.1	7.6	70.2	80.0	54.8	26.8	60.4	31.1
FRANKLIN	41.5	0.0	11.3	37.4	31.0	48.4	71.1	71.7	47.6	57.4	49.1
GRAND ISLE	53.8	0.0	6.3	32.2	0.0	59.3	84.2	50.0	45.9	70.8	54.1
LAMOILLE	23.1	7.6	9.2	40.7	32.4	53.7	71.6	61.5	50.0	55.5	50.8
ORANGE	44.0	6.6	10.2	45.5	27.3	45.8	71.7	61.2	46.3	63.4	49.4
ORLEANS	18.7	3.1	9.5	37.3	23.6	47.7	70.2	73.9	46.4	58.8	48.3
RUTLAND	30.7	8.8	11.3	31.6	25.0	48.5	61.3	64.2	45.1	55.8	46.4
WASHINGTON	45.0	7.6	11.8	29.7	26.3	44.7	65.7	62.3	46.4	50.2	47.4
WINDHAM	67.5	15.3	9.1	34.0	27.2	47.8	67.5	58.9	44.6	50.8	45.2
WINDSOR	50.7	11.1	11.2	23.6	41.1	48.3	69.7	66.7	43.8	56.3	45.3
UNCLASSIFIED(2	3.7	0.0	4.2	37.5	20.5	22.2	15.8	33.8	19.5	39.7	21.1
STATE TOTAL	43.4	7.5	9.7	32.3	28.9	48.3	65.8	63.6	45.0	55.9	46.5

*** INFORMATION WITHHELD TO AVOID DISCLOSURE OF INDIVIDUAL FIRM DATA.
(1) FEDERAL GOVERNMENT EMPLOYMENT NOT INCLUDED AS FEMALE EMPLOYMENT INFORMATION NOT AVAILABLE.
(2) NATURE OF EMPLOYERS OPERATIONS ARE SUCH THAT EMPLOYMENT CANNOT BE SEGRAGATED BY COUNTY.

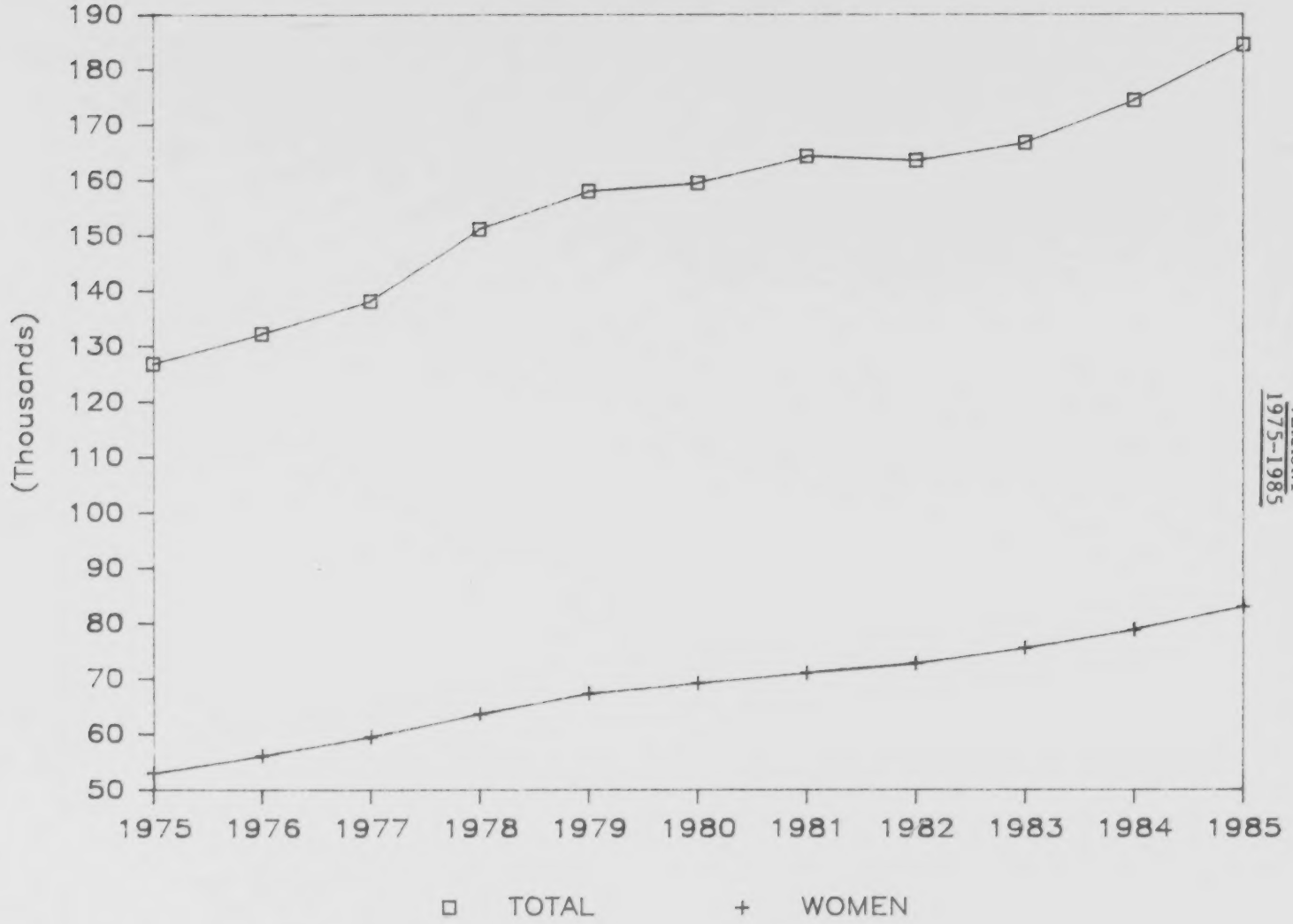


FIGURE 1

GROWTH OF WOMEN IN PRIVATE COVERED EMPLOYMENT
COMARED TO GROWTH OF TOTAL PRIVATE COVERED EMPLOYMENT
VERMONT
1975-1985

TABLE 9
WOMEN'S SHARE OF THE LABOR FORCE AND THE UNEMPLOYED IN VERMONT 1/

	WOMEN AS A % OF THE	
	LABOR FORCE	UNEMPLOYED
1985 2/	45.1	53.8
1984 2/	43.1	42.9
1983 2/	44.0	44.4
1982 2/	43.8	44.4
1981 2/	43.5	53.3
1980 3/	42.8	50.0
1970 3/	37.9	42.7
1960 3/ 4/	32.8	32.2

1/ Does not include people in the Armed Forces.

2/ Geographic Profile of Employment and Unemployment, U.S. Dept. of Labor, Bureau of Labor Statistics.

3/ U.S. Census of Population: 1960, 1970 & 1980, U.S. Department of Commerce, Bureau of the Census.

4/ Persons 14 years and older. 1970-1984, Persons 16 years and older.

TABLE 10
REASON FOR UNEMPLOYMENT BY SEX FOR PEOPLE 20+ YEARS OF AGE 1/
U.S. 1985 VERMONT 1985

	U.S. 1985		VT. 1985	
REASON FOR UNEMPLOYMENT	WOMEN	MEN	WOMEN	MEN
TOTAL UNEMPLOYED	100.0	100.0	100.0	100.0
LOST LAST JOB	43.1	71.6	40.0	57.0
LEFT LAST JOB	13.1	9.2	20.0	14.0
NEW AND REENTRANTS	43.8	19.2	40.0	29.0

1/ Employment and Earnings, U.S. Department Of Labor, Bureau of Labor Statistics. January 1986.

2/ Geographic Profile of Employment + Unemployment U.S. Department of Labor, Bureau of Labor Statistics.

TABLE 11
FULL OR PART TIME LABOR FORCE STATUS BY SEX AND AGE
FOR VERMONT - 1985
(Numbers in Thousands)

	Full Time Labor Force						Part Time Labor Force			
		Employed			Unemployed					
	Total	Total	On F-T Sched.	P-T for Economic Reasons	Total	Rate	Total	Employed	Unemployed Total	Unemployed Rate
Both Sexes										
Age 16+	233	223	211	12	10	4.5	44	41	3	6.7
Age 16-19	10	8	6	2	2	18.3	8	7	1	12.6
Age 20+	223	215	205	10	9	3.9	36	34	2	5.3
Male										
Age 16+	141	135	131	4	6	4.0	12	11	1	9.6
Age 16-19	5	4	4	1	1	18.1	4	4	---	11.5
Age 20+	135	131	127	4	5	3.4	7	7	1	8.5
Female										
Age 16+	93	88	80	7	5	5.3	32	30	2	5.6
Age 16-19	5	4	2	1	1	18.6	4	3	1	13.8
Age 20+	88	84	78	6	4	4.6	28	27	1	4.4

TABLE 12
FEMALES NOT IN THE LABOR FORCE BY AGE FOR VERMONT - 1985
(Numbers in Thousands)

Age	Total	Keeping House	Going to School	Unable to work	Other
16+	83	55	7	1	20
16-19	7	1	5	0	1
20+	76	54	2	1	19
20-24	5	3	1	0	1
25-34	12	10	---	---	1
35-44	6	5	---	---	1
45-54	7	6	---	---	1
55-64	12	9	0	---	3
65+	33	20	---	1	12

--- Cell omitted due to compositing causing a negative value.

Source: Current Population Survey, 1985 Annual Averages

TABLE 13
1985 INSURED UNEMPLOYMENT IN VERMONT
PERCENTAGE OF WOMEN
INDUSTRY, OCCUPATION, AGE AND DURATION

	TOTAL	NUMBER OF WOMEN	% WOMEN
TOTAL	4,479	1,910	42.6%
INDUSTRY			
Construction	943	41	4.3%
Manufacturing	1,330	768	57.7%
Durable Goods	941	511	54.3%
Nondurable Goods	390	257	65.9%
Trans., Comm. & Pub. Util.	97	25	25.8%
Trade	660	338	51.2%
Fin., Ins. & Real Estate	60	29	48.3%
Service	861	526	61.1%
Miscellaneous 1/	530	183	34.5%
OCCUPATION			
Prof., Tech. & Mgr.	412	203	49.3%
Clerical & Sales	594	457	76.9%
Service	532	334	62.8%
Farming, Fishing & Forestry	78	11	14.1%
Processing	82	33	40.2%
Machine Trades	329	109	33.1%
Benchwork	433	336	77.6%
Structural Work	808	22	2.7%
Miscellaneous 2/	1,212	405	33.4%
AGE			
Under 24	974	386	39.6%
25 - 34	1,547	632	40.9%
35 - 44	944	429	45.4%
45 - 54	564	267	47.3%
55 - 64	369	155	42.0%
65+	81	41	50.6%
DURATION			
1 - 2 weeks	430	148	34.4%
3 - 4 weeks	427	170	39.8%
5 - 14 weeks	1,577	677	42.9%
15+ weeks	2,045	915	44.7%

1/ Includes agricultural related, and mining and quarrying industries, as well as government.

2/ Includes Motor Freight, Transportation, Packaging and Materials Handling and Other occupations.

TABLE 14
1985 INSURED UNEMPLOYMENT IN VERMONT
% DISTRIBUTION OF WOMEN AND MEN BY
INDUSTRY, OCCUPATION, AGE AND DURATION

INDUSTRY, OCCUPATION AGE, DURATION	WOMEN	MEN
INDUSTRY	100.0	100.0
Construction	2.1	35.1
Manufacturing	40.2	21.9
Durables	26.8	16.7
Nondurables	13.5	5.2
Transportation	1.3	2.8
Trade	17.7	12.5
F.I.R.E.	1.5	1.2
Service	27.6	13.0
Misc. 1/	9.6	13.5
OCCUPATION	100.0	100.0
Professional	10.6	8.1
Clerical & Sales	23.9	5.3
Service	17.5	7.7
Farming	0.6	2.6
Processing	1.7	1.9
Machine Trades	5.7	8.6
Benchwork	17.6	3.8
Structural Work	1.2	30.6
Misc. 2/	21.2	31.4
AGE	100.0	100.0
Under 25	20.2	22.9
25 - 34	33.1	35.6
35 - 44	22.5	20.0
45 - 54	14.0	11.6
55 - 64	8.1	8.3
65+	2.1	1.6
DURATION	100.0	100.0
1 - 2 weeks	7.8	11.0
3 - 4 weeks	8.9	10.0
5 - 14 weeks	35.4	35.0
15+ weeks	47.9	44.0

1/ Includes agricultural related, and mining and quarrying industries, as well as government.

2/ Includes Montor Freight, Transportation, Packaging & Materials Handling and Other occupations.

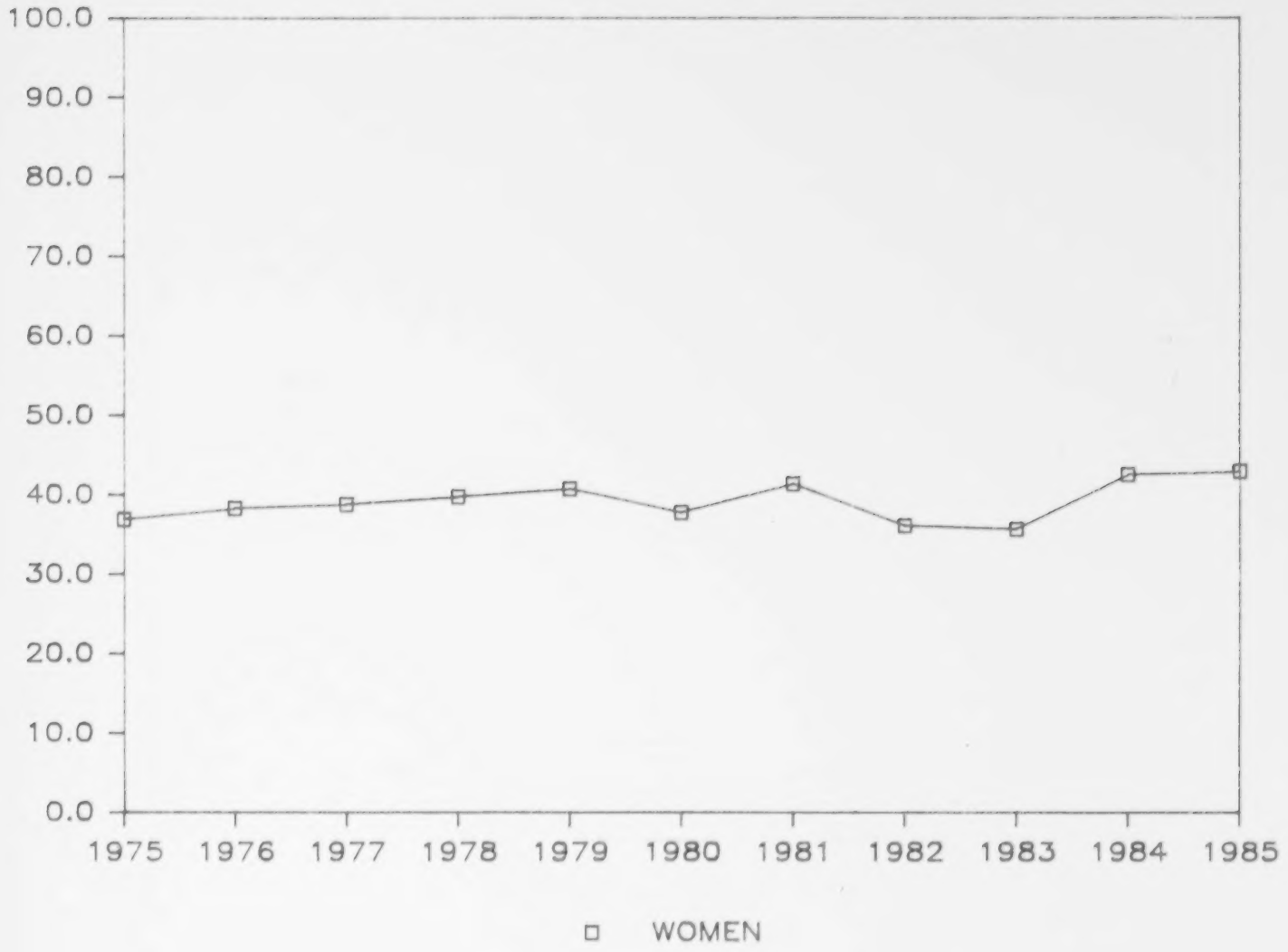


FIGURE 2

WOMEN"S SHARE OF INSURED UNEMPLOYMENT
VERMONT 1975-1985

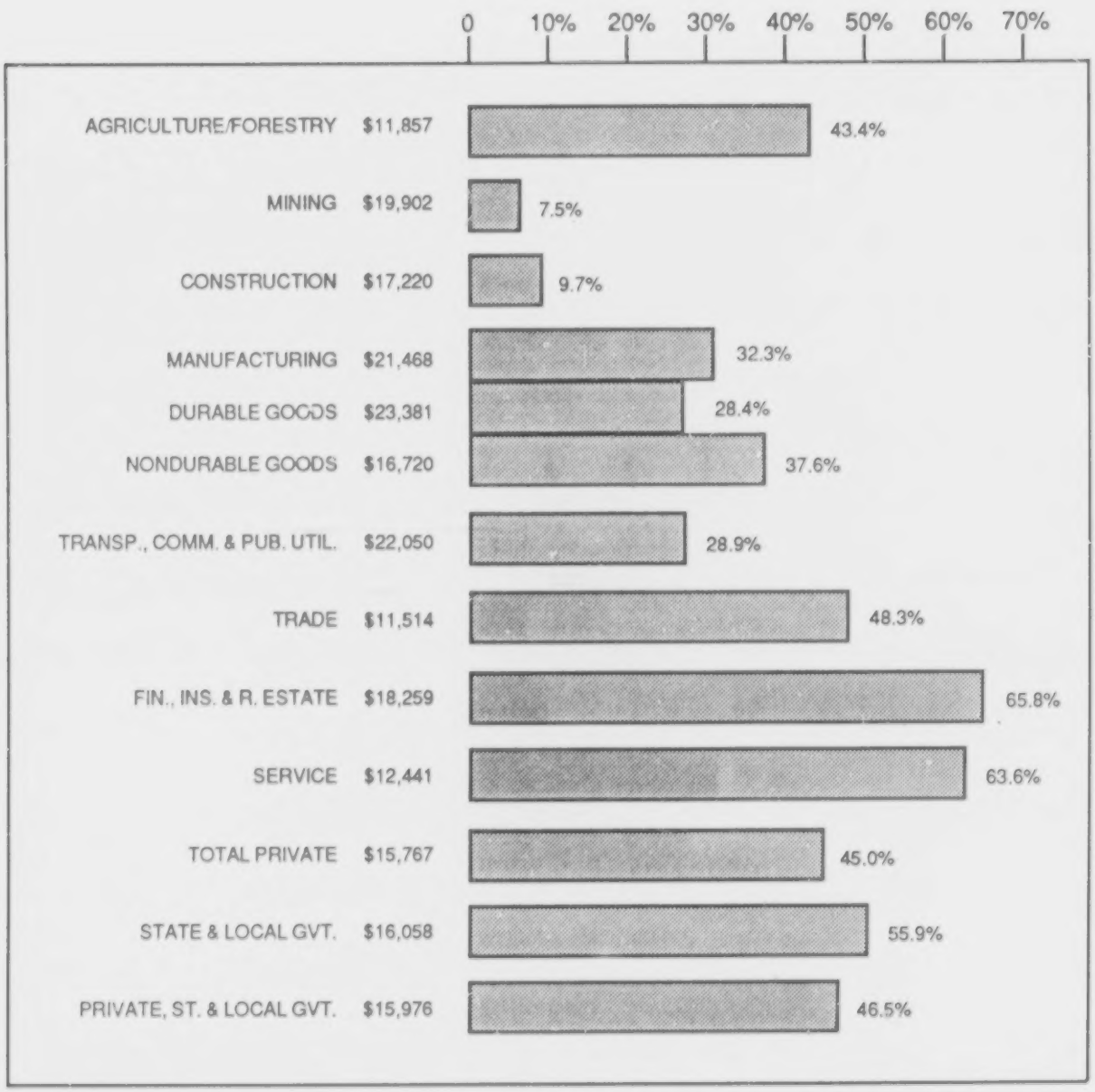
FIGURE 3

ANNUAL AVERAGE WAGES BY INDUSTRY

AND PERCENTAGE OF WOMEN IN COVERED EMPLOYMENT

VERMONT

1985



Annual wage figures are average annual wages paid to all employees, men and women, in a particular industry.

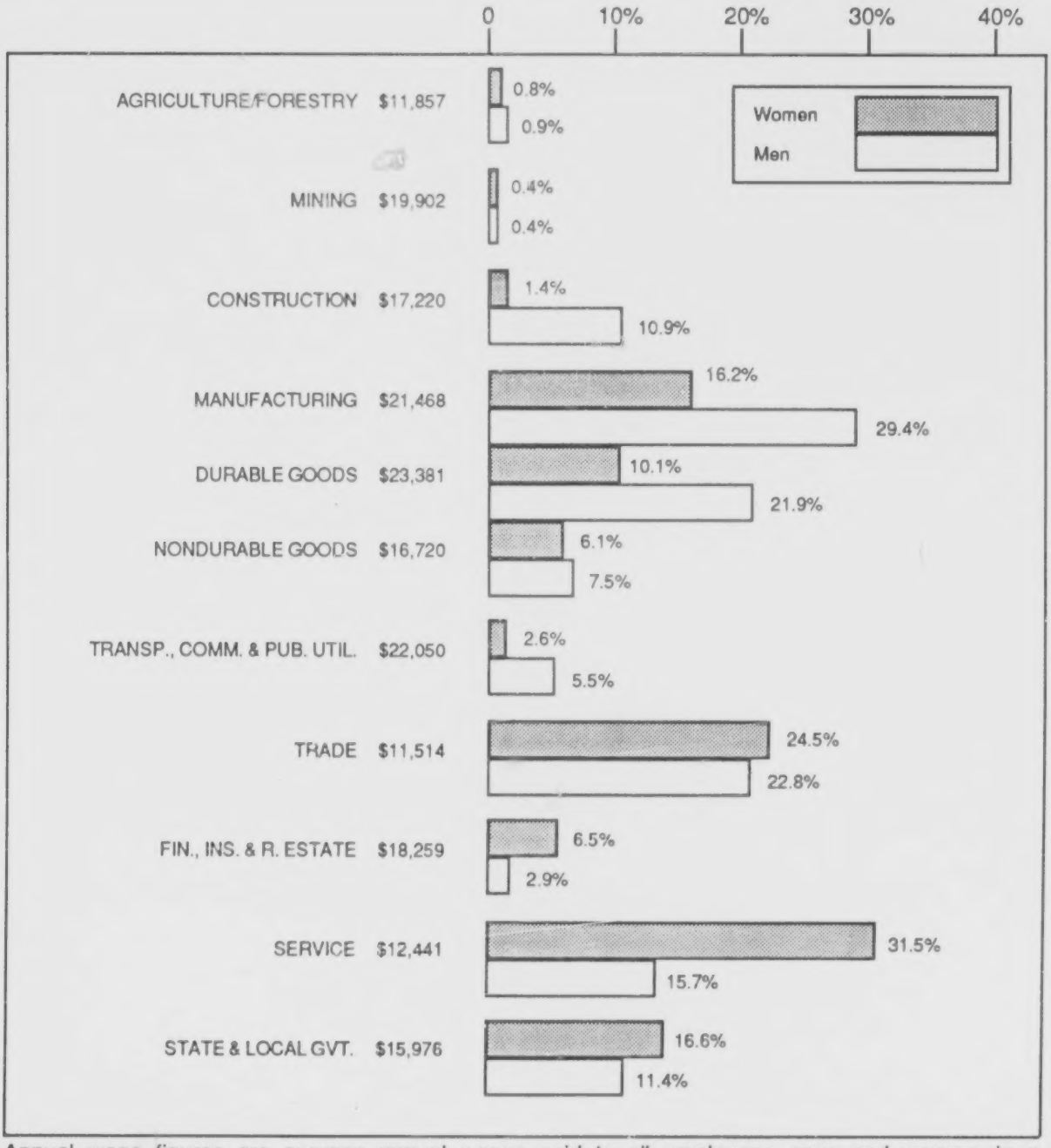
FIGURE 4

ANNUAL AVERAGE WAGES BY INDUSTRY

AND PERCENT DISTRIBUTION OF MALE AND FEMALE EMPLOYMENT

VERMONT

1985



Annual wage figures are average annual wages paid to all employees, men and women, in a particular industry.

TABLE 15
COMPARISON OF MEDIAN EARNINGS OF YEAR-ROUND FULL-TIME WORKERS
BY SEX FOR THE U.S., 1955-1985
(workers 14 years of age and over) 1/

YEAR	MEDIAN EARNINGS WOMEN	MEN	EARNINGS GAP	WOMEN'S EARNINGS AS A % OF MEN'S
1985	$16,252	$24,195	$7,943	67.2
1984	15,422	24,004	8,582	64.3
1983	13,915	21,881	7,966	63.6
1982	13,014	21,077	8,063	61.7
1981	12,001	20,260	8,259	59.2
1980	11,197	18,612	7,415	60.2
1979	10,169	17,045	6,876	59.7
1978	9,350	15,730	6,380	59.4
1977	8,618	14,626	6,008	58.9
1976	8,099	13,455	5,356	60.2
1975	7,504	12,758	5,254	58.8
1974	6,772	11,835	5,063	57.2
1973	6,335	11,186	4,851	56.6
1972	5,903	10,202	4,299	57.9
1971	5,593	9,399	3,806	59.5
1970	5,323	8,966	3,643	59.4
1969	4,977	8,227	3,250	60.5
1968	4,457	7,664	3,207	58.2
1967	4,150	7,182	3,032	57.8
1966	3,973	6,848	2,875	58.0
1965	3,823	6,375	2,552	60.0
1964	3,690	6,195	2,505	59.6
1963	3,561	5,978	2,417	59.6
1962	3,446	5,974	2,528	59.5
1961	3,351	5,644	2,293	59.4
1960	3,293	5,417	2,124	60.8
1959	3,193	5,209	2,016	61.3
1958	3,102	4,927	1,825	63.0
1957	3,008	4,713	1,705	63.8
1956	2,827	4,466	1,639	63.3
1955	2,719	4,252	1,533	63.9

Source: U.S. Department of Commerce, Bureau of the Census: "Money Income of Families and Persons in the United States," 1985, Current Population reports, 1957 to 1976 and 1978, 1979, 1980.

1/ 15 years and older as of March 1980.

TABLE 16
COMPARISON OF MEDIAN EARNINGS OF YEAR-ROUND FULL-TIME WORKERS 1/ 3/
BY SEX BY OCCUPATION FOR THE U.S. 1980-1985

OCCUPATION	1985			1984			1983			1982			1981			1980		
	WOMEN	MEN	% 2/	WOMEN	MEN	% 2/	WOMEN	MEN	% 2/	WOMEN	MEN	% 2/	WOMEN	MEN	% 2/	WOMEN	MEN	% 2/
TOTAL	15,624	24,195	64.6	14,780	23,218	63.7	13,915	21,881	63.6	13,014	21,077	61.8	12,001	20,260	59.2	11,197	18,612	60.2
Prof., Tech., & Kind. Wkrs	19,979	29,539	67.6	19,232	28,935	66.3	19,202	29,547	65.0	18,423	27,940	65.9	16,508	25,653	64.4	15,285	23,026	66.4
Mgrs., & Admin. ex. Farm	20,565	33,350	61.7	18,860	32,510	58.0	18,277	30,476	60.0	17,326	28,820	60.1	14,820	25,425	58.3	12,936	23,558	54.9
Sales Workers	12,682	25,445	49.8	11,997	24,053	49.9	11,979	23,128	51.8	11,002	21,901	50.2	11,238	22,331	50.3	9,748	19,910	49.0
Clerical Workers	15,157	22,997	65.9	14,417	22,140	65.1	13,473	20,833	64.7	12,693	20,508	61.9	11,755	18,938	62.1	10,997	18,247	60.3
Craft & Kindred Workers	15,093	23,269	64.9	13,777	22,580	61.0	13,245	21,520	61.6	13,591	20,913	65.0	12,904	20,095	64.2	11,701	18,671	62.7
Operatives incl. Trans.	12,425	20,708	60.0	12,006	19,800	63.5	12,389	18,953	65.4	11,029	17,223	64.0	10,301	16,948	60.8	9,440	15,702	60.1
Laborers except Farm	12,704	15,755	80.6	11,970	15,023	79.7	11,858	15,183	78.1	11,369	14,279	79.6	10,320	14,449	71.4	9,747	12,757	76.4
Farm Workers	6,783	10,361	65.5	5,089	9,564	53.2	2,656	9,561	27.8	5,348	9,093	58.8	2,030	7,417	27.4	3,059	7,815	39.1
Service Workers	10,204	16,824	60.7	9,506	15,537	61.2	9,228	14,688	62.8	8,565	14,459	59.2	8,171	13,990	58.4	7,853	13,064	60.1

1/ Workers 15 and older for 1980, 1981, 1982 & 1983.

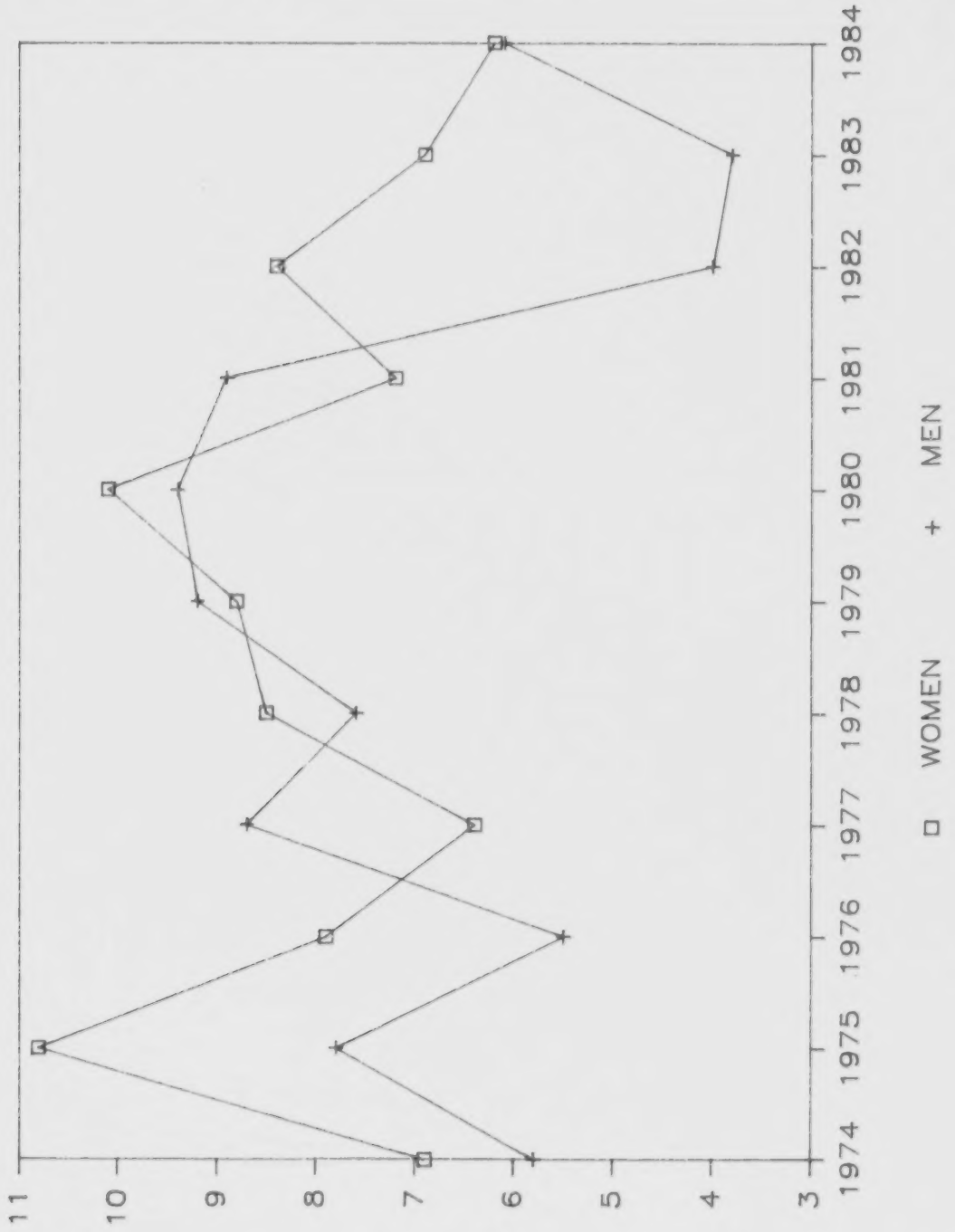
2/ %: Women's earnings as a percentage of men's.

3/ Adjustments to occupational categories by the U.S. Dept. of Commerce, Bureau of the Census in 1983 have changed the percent representation in women and men in some categories. This is most noticeable in the Laborers except farm and is not strictly comparable with prior years.

Source: Money Income of Household, Families and Person in the United States
U.S. Department of Commerce, Bureau of the Census.

FIGURE 5

PERCENTAGE INCREASE OF MEDIAN EARNINGS
OF YEAR ROUND FULL TIME WORKERS 1/ BY SEX
1974-1984



Source: U S. Department of Commerce, Bureau of the Census "Money Income of Families and Persons in the United States" 1977-1983 Current Population Reports 1971-1976.

1/ Workers 14 years and older 1971-1979; 15 and older 1980 & 1981.

TABLE 17
MEDIAN EARNINGS BY INDUSTRY BY SEX
FOR YEAR-ROUND FULL-TIME WORKERS IN VERMONT 1/
1981

INDUSTRY	WOMEN	MEN	% 2/
All Industries	$12,001	$20,260	59.2
Agriculture	5,910	8,784	67.3
Forestry & Fisheries			
Mining	N/A	25,860	N/A
Construction	12,427	18,746	66.3
Manufacturing	11,877	21,259	55.9
Durable Goods	12,761	21,504	59.3
Nondurable Goods	11,031	20,795	53.0
Transportation, Comm. & Pub. Util.	15,931	22,735	70.1
Wholesale Trade	12,447	21,151	58.8
Retail Trade	9,319	15,616	59.7
Finance, Insurance, and Real Estate	11,954	22,486	53.2
Business and Repair Services	11,749	17,230	68.2
Personal Services	7,529	12,471	60.4
Entertainment and Recreation Services	11,066	15,870	69.7
Professional and Related Services	12,885	21,358	60.3
Public Administration	14,542	22,116	65.8

1/ Experienced civilian labor force 16 years and over who usually worked 35 or more hours per week for 50 to 52 weeks in 1979.

2/ %: Women's earnings as a percentage of men's.

Source: Detailed Population Characteristics - September 1983, U.S. Department of Commerce, Bureau of the Census.

TABLE 18
MEDIAN WEEKLY EARNINGS OF FULL-TIME WAGE AND SALARY WORKERS
ANNUAL AVERAGE 1984

Occupation	Men	Women	Ratio female/ male
Total	$400	$259	64.8
Managerial & professional specialty	553	378	68.4
Executive, administrative, & managerial	568	358	63.0
Professional specialty	534	394	73.8
Technical, sales, & administrative support	404	256	63.4
Technicians & related support	451	312	69.2
Sales occupations	403	212	52.6
Administrative support, including clerical	380	257	67.6
Service occupations	259	180	69.5
Private household	208	130	62.5
Protective service	378	288	76.2
Other service occupations	224	182	81.3
Precision production, craft, & repair	401	254	63.3
Operators, fabricators, & laborers	321	209	65.1
Machine operators, assemblers, & inspectors	331	208	62.8
Transportation & material moving	354	253	71.5
Handlers, equipment cleaners, helpers, & laborers	258	207	80.2
Farming, forestry, & fishing	205	177	86.3

Source: U.S. Department of Labor, Bureau of Labor Statistics.

TABLE 19
MEAN EARNINGS BY AGE, SEX AND EDUCATION
FOR FULL-TIME WORKER 1/ IN VERMONT

1979

AGE & SEX	8 YRS ELEMENTARY	4 YRS HIGH SCHOOL	4 YRS COLLEGE
18-24			
Women	$4,977	$6,790	$8,108
Men	7,817	8,979	10,775
25-34			
Women	6,966	8,926	10,004
Men	11,188	12,890	14,694
35-44			
Women	7,028	9,175	11,298
Men	13,328	16,354	23,905
45-54			
Women	7,484	9,896	11,123
Men	14,472	17,006	26,843
55-64			
Women	8,142	9,814	11,311
Men	13,023	16,098	22,416
65+			
Women	6,371	7,864	9,587
Men	8,970	11,564	14,238

1/ Workers who have worked 35 or more hours per week, and have worked 40 or more weeks in 1979.

Source: Detailed Population Characteristics - September 1983, U.S. Department of Commerce, Bureau of the Census.

Note: Although this data is aging, it remains the most current available.

TABLE 20
MEAN INCOME BY AGE, SEX AND EDUCATION
FOR FULL-TIME WORKERS 1/ IN VERMONT
1979

AGE & SEX	8 YRS ELEMENTARY	4 YRS HIGH SCHOOL	4 YRS COLLEGE
18-24			
Women	$5,117	$6,878	$8,369
Men	8,026	9,109	11,116
25-34			
Women	7,163	9,225	10,474
Men	11,372	13,131	15,238
35-44			
Women	7,167	9,653	12,212
Men	13,689	16,921	24,831
45-54			
Women	7,846	10,340	12,484
Men	15,091	17,978	29,353
55-64			
Women	8,523	10,546	13,535
Men	13,885	17,692	25,958
65+			
Women	8,941	10,509	15,207
Men	12,162	15,426	21,749

1/ Workers who have worked 35 or more hours per week, and have worked 40 or more weeks in 1979.

NOTES: Income includes earnings, if any, as well as any other payments, i.e. interest, social security, public welfare payments, etc.

Source: Detailed Population Characteristics - September 1983, U.S. Department of Commerce, Bureau of the Census.

Note: Although this data is aging, it remains the most current available.

GLOSSARY OF TERMS

Covered Employment - the figures for covered employment and wages are totals compiled from quarterly reports submitted by employers subject to Vermont's Unemployment Compensation Law. In general an employer is covered that: (1) Employs one or more at least part of one day in each of twenty calendar weeks in either the current or the preceding calendar year, or pays wages of at least $1,500 in any calendar quarter, or (2) Succeeds to the business of any employer already covered, or (3) Is, or becomes, liable under the Federal Unemployment Tax Act, or (4) Is a religious, charitable or other organization exempted by the Federal Unemployment Tax Act that has four or more employees for twenty weeks during a calendar year, or (5) Is the State of Vermont or a local government unit, or (6) Pays cash wages of $1,000 or more in any calendar quarter for domestic services in a private home, or (7) Pays cash wages of $20,000 or more in any calendar quarter for agricultural services, or employs ten or more workers in agricultural employment during some part of a day in each of at least twenty weeks during a calendar year.

Some kinds of work continue to be exempt from coverage under the law. The major groups of employees or employing units that are not covered are: (1) Elected officials of state or local government, members of legislature or the judiciary, a member of the State or Air National Guard, certain temporary "emergency" employment and certain major policy-making positions, (2) Certain types of employment furnished by nonprofit religious, charitable and educational organizations, (3) Family employment, (4) Farm workers except for those who meet the requirements listed in the preceding paragraph, (5) Railroad employment, (6) Federal employees working in Vermont and ex-service personnel.

Earnings - the sum of wage or salary income and net income from farm employment and nonfarm self-employment. Earnings figures represent the amount of income received regularly before deductions for personal income taxes, social security, et cetera. Earnings can include wages, salaries, commissions, tips, and cash bonuses earned.

Employment - an estimate of residents who earned wages during the week including the 12th of the month. This estimate includes residents employed in wage and salary jobs as well as agricultural workers, domestics, self-employed and unpaid family workers and workers on strike.

Full-Time Labor Force - persons working on full time schedules, persons involuntarily working part time (for economic reasons) and unemployed persons seeking full time jobs.

Full-Time Workers - persons working 35 or more hours per week.

Income - includes earnings, if any, as well as any other payments, i.e., interest, social security, public welfare payment, et cetera.

Insured Unemployment - the number of people receiving unemployment insurance benefits.

Labor Force - an estimate of all people over 16 years of age who are either employed or unemployed and actively seeking work.

Labor Force Participation Rate - the proportion of the population over 16 years of age which is in the labor force (labor force/population).

Mean - a value that is computed by dividing the sum of a set of terms by the number of terms. Also termed the arithmetic mean, or average.

Median - a value in an ordered set of values below and above which there are an equal number of values or which is the arithmetic mean of the two middle values if there is no one middle number.

Part-Time Labor Force - persons working part time voluntarily and unemployed persons seeking part time work.

Private Covered Employment - the number of people employed by private firms, as opposed to local, state or federal government employers.

Total Unemployment - is an estimate of the number of residents who were not working during the survey week, but were able and available for work and had made specific efforts to find a job during the last four weeks.

Unemployment Rate - is the total number of unemployed divided by the civilian labor force.

Year Round Workers - persons who have worked 50-52 weeks of the year.